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## HRCI Associate Professional in Human Resources - International Sample Questions (Q81-Q86):

### NEW QUESTION # 81

Tom observed a decline in ethical behavior within his team. What should he do first to address this issue?

- A. Offer financial incentives
- **B. Reinforce ethical policies**
- C. Evaluate job performance
- D. Conduct anonymous surveys

**Answer: B**

Explanation:

Reinforcing ethical policies is the first step Tom should take to address a decline in ethical behavior within his team. By reminding employees of the company's ethical standards and the importance of adhering to them, he can begin to foster a more ethical workplace culture.

**NEW QUESTION # 82**

Which data collection method involves asking participants to complete a set of questions to gather information on their opinions or experiences?

- **A. Surveys, which are used to gather information through a set of structured questions**
- B. Observation, which involves watching and recording employee behavior
- C. Interviews, which involve structured conversations with employees
- D. Focus groups, where employees discuss topics in a group setting

**Answer: A**

Explanation:

Surveys are used to gather information through a set of structured questions because they allow HR to collect standardized data from many participants efficiently. This method is useful for understanding broad trends and opinions.

**NEW QUESTION # 83**

A company wants to analyze its employee turnover rate over the past five years. Which data compilation tool should HR use to create graphs and charts for better visualization?

- **A. Spreadsheets like Microsoft Excel to create visual representations**
- B. Cloud storage solutions for data accessibility
- C. Word processing software for creating documents
- D. Time tracking software for employee attendance

**Answer: A**

Explanation:

Spreadsheets like Microsoft Excel should be used to analyze employee turnover rate and create graphs and charts for better visualization. Excel provides various tools and functions to create comprehensive visual data representations.

**NEW QUESTION # 84**

Sales commission is an example of which kind of pay?

- A. Productivity incentive
- **B. Variable**
- C. Base
- D. Discretionary bonus

**Answer: B**

Explanation:

Comprehensive and Detailed in Depth Explanation:

Sales commission is a form of compensation that varies based on an employee's performance, specifically their sales results. This type of pay is classified as variable pay because it is not fixed and fluctuates depending on outcomes, unlike base pay, which is a guaranteed salary.

\* Option A (Base): Base pay is a fixed salary or hourly wage, not tied to performance, so this is incorrect.

\* Option B (Variable): Correct, as sales commission is a type of variable pay, directly tied to sales performance.

\* Option C (Discretionary bonus): A discretionary bonus is a one-time payment decided by the employer, not tied to a specific metric like sales.

Reference: aPHRi knowledge domain - Compensation and Benefits: Types of pay, including variable pay structures like commissions.=====

## NEW QUESTION # 85

Which of the following are the main purposes of a total compensation system? (Select TWO options.)

- A. To have a tool for disciplinary action
- B. To retain strong performing employees
- C. To align employees' pay with organizational goals
- D. To eliminate turnover for employees
- E. To lead the market in pay and benefits

**Answer: B,C**

Explanation:

Comprehensive and Detailed in Depth Explanation:

A total compensation system includes all forms of pay and benefits (e.g., salary, bonuses, health insurance) provided to employees. Its main purposes are to attract, motivate, and retain talent while ensuring alignment with organizational objectives.

\* Option A (To eliminate turnover for employees): While compensation can reduce turnover,

"eliminating" it is unrealistic, as turnover can occur for many reasons.

\* Option B (To have a tool for disciplinary action): Compensation is not a disciplinary tool; discipline involves other processes.

\* Option C (To lead the market in pay and benefits): Leading the market may be a strategy, but it is not a main purpose of a compensation system.

\* Option D (To retain strong performing employees): Correct, as a key purpose is to retain talent by offering competitive rewards.

Reference: aPHRi knowledge domain - Compensation and Benefits: Objectives of total compensation systems, including retention and alignment with goals.=====

## NEW QUESTION # 86

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